

Minutes of the Personnel Committee

Tuesday, April 26, 2011

Chair Paulson called the meeting to order at 6:15 p.m.

Present: Supervisors Duane Paulson (Chair), Gilbert Yerke, Pete Gundrum, Paul Decker, and Jim Heinrich. **Absent:** Steve Wimmer, and Cathy Chiaverotti (resigned).

Also Present: Chief of Staff Mark Mader, Legislative Policy Advisor Sarah Spaeth, Administration Director Norm Cummings, Accounting Services Manager Larry Dahl, and WPPA Union Vice President Terry Tesch.

Approve Minutes of 3-15-11

MOTION: Heinrich moved, second by Gundrum to approve the minutes of March 15. Motion carried 5-0.

Chair's Executive Cmte. Report of 4-18-11

Paulson highlighted the following items discussed at the last Executive Committee meeting.

- Approved the ordinances that are on tonight's agenda, as well as the appointments.
- Reviewed a report on the Capital budget.
- Administration staff provided an analysis of the State budget impacts on Waukesha County.

Ordinance 166-O-010: Approve Waukesha County Pick-Up of Employee Retirement Contributions Pursuant to IRC §414(H)(2)

MOTION: Heinrich moved, second by Decker to approve Ordinance 166-O-010.

Cummings provided an overview of this ordinance. He explained that in the past, Wisconsin Retirement System (WRS) contributions had always been post-tax. Now the issue of pre-tax versus post-tax has become a more significant issue. Our audit firm sought an opinion from the law firm of Foley and Lardner. The employees make the contribution but the law firm indicates it is allowable to handle it in a pre-tax manner. Cummings pointed out that the private sector generally handles it in a pre-tax manner. He further emphasized the importance of approving this so that the contributions can be handled pre-tax.

Chair Paulson brought attention to line 17 of the ordinance which explains how the employee contributions would work and the pre-tax implications. Yerke and Heinrich further discussed the implications on employees, which should generally be favorable under the pre-tax method.

Motion carried 5-0.

State Legislative Update

Spaeth made reference to the five priorities we will present to our legislators at the May 2nd Executive Committee meeting. The entire County Board is authorized for attendance at the meeting. Spaeth further covered the members from our legislative delegation that would likely attend the meeting. Spaeth explained the action that occurred in Madison today relating to child

support funding cuts. She also covered public defender issues, public safety funding relating to removing certain mandates, and transportation issues.

Future Agenda Items

Yerke requested educational presentations on: 1) the County's self-insured health plan and related employee and employer costs; 2) the impact on counties and employees under proposed state changes relating to collective bargaining including civil service and grievance procedures; 3) general coverage of positions and changes, position descriptions, and the Hay System; 4) retirement contributions; and 5) the recount process relating to the County Clerk's Office and associated costs.

MOTION: Gundrum moved, second by Yerke to adjourn at 6:42 a.m. Motion carried 5-0.

Respectfully submitted,

Gilbert W. Yerke
Secretary